



2021 Benefits at a Glance – Support Staff

YOUR HEALTH & WELL BEING

Medical/Vision/Rx – Premera Blue Cross PPO (LEOFF Trust)

100% Agency-paid premiums for employees & dependents. \$1,500 deductible (\$3,000/family) in-network. \$35 office visit co-pay. Vision exams covered at 100% in-network, hardware covered up to \$300/year. \$15/\$35 Rx. Broad, nationwide provider network. No-cost virtual appointments.

Dental Insurance – Delta Dental (WCIF Trust) 100% Agency-paid premiums for employees & dependents. Large provider network. 100% covered for preventive, 80% for basic, 50% for major. 50% up to \$2,000 lifetime orthodontia benefit for adults & children.

Employee Assistance Plan (EAP) – First Choice Health

100% Agency-paid. Confidential counseling (phone and/or in person - up to 6 visits at no-cost), legal & financial assistance, plus help finding elder care or dependent day care for children.

VEBA HRA / FSA / Dependent Care Accounts

\$2,000/\$4,000 annually Agency-funded VEBA. Ability to save \$2,750/yr. for health care expenses & \$5,000/yr. for day care pre-tax.

Voluntary AFLAC Insurance Coverage

Accident, Cancer, Critical Care & Recovery, Hospital Intensive Care, Short-Term Disability insurance.

Peer Support Group

Help with difficult issues specific to our line of work.

YOUR CONVENIENCE & HAPPINESS

- Direct-deposit of paychecks
- Free parking
- Use of Agency gyms with paid PT time
- Tuition reimbursement & extra pay for degrees
- Excellent Labor-Management relationships
- Philanthropic activities/charitable giving

YOUR WORK/LIFE BALANCE

- Paid vacations & 11 holidays + 2 personal holidays
- Time off for bereavement & jury/witness duty
- Desirable work schedules (every other Friday off)

YOUR FINANCIAL SECURITY

WA Department of Retirement Systems PERS Pension

457 Deferred Compensation Savings Programs – WA State DRS & Randall & Hurley

Per pay period contribution by Agency to a 457(b) retirement savings plan – no match required.

Cigna Short-Term Disability (STD) Insurance (Agency-paid) and Long-Term Disability (LTD) Insurance (Optional - Employee-paid)

Basic Life & Accidental Death & Dismemberment (AD&D) Insurance

\$15,000 Life/\$15,000 AD&D available through CIGNA; \$12,000 Life/\$12,000 AD&D agency-paid through Standard Ins. Co.

Supplemental Group Life Insurance available through Cigna.

Life Insurance Premium Reimbursement
\$500 annual reimbursement for employee-purchased life insurance.

Benefits are subject to change. This is an abbreviated listing only; for details, please refer to benefit plan booklets.